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ABSTRACT

The study characterizes the 1971 enlistees by relating their education, race, age, and test performance to their perceived draft vulnerability as high, moderate, or low draft pressure, or not eligible for the draft, and comparing them to the 1970 accessions. It was found that the 1971 accessions demonstrated less aptitude and were less well-educated than the 1970 group, an appreciable rise being noted in the number of accessions having 11 years or fewer of education. The data suggest that, under present incentive enlistment programs, zero-draft manpower resources at the higher aptitude levels may be more limited. (AG)

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AIR FORCE HUMAN RESOURCES LABORATORY

AFHRL-TR-72-49

COMPARISON OF 1970 AND 1971 AIR FORCE ENLISTEES BY DRAFT-VULNERABILITY CATEGORY

By

Bart M. Vitola
Leland D. Brokaw

PERSONNEL RESEARCH DIVISION
Lackland Air Force Base, Texas 78236

March 1973

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FOREWORD

This work was conducted under Project 7719, Air Force Personnel System Development on Selection, Assignment, Evaluation, Quality Control, Retention, Promotion, and Utilization; Task 771916 Assessment of Characteristics of Air Force Personnel in a Zero Draft Environment.

The data sources for this study were operational files developed by the Air Training Command during classification processing of incoming airmen. Computations were performed by the operations analysts, programmers, and computer operations specialists in the Computer and Management Sciences Branch of the Personnel Research Division. Appreciation is extended to both organizations.

This report has been reviewed and is approved.

Harold E. Fischer, Colonel, USAF
Commander

ABSTRACT

On the basis of draft vulnerability, the 1970 and 1971 accessions were categorized into four groups defined in terms of age and draft pressure. These groups designated as high, moderate, low draft-pressure and draft non-eligible, were compared on various dimensions. Compared to the 1970 accessions, the 1971 accessions demonstrated less aptitude and were less well-educated. There was an appreciable rise in the number of accessions having 11 years or less of education; especially in the low draft-pressure and draft non-eligible groups. The data suggest that, under present incentive enlistment programs, zero-draft manpower resources at the higher aptitude levels may be more limited.

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COMPARISON OF 1970 AND 1971 AIR FORCE ENLISTEES BY DRAFT-VULNERABILITY CATEGORY

I. INTRODUCTION

The probability of an all-volunteer military force has generated research which has had as its goal the determination of problems that would be encountered, and innovatious required, in the transfer from previous concepts of Selective Service to a voluntary peacetime military force.

Efforts have been made to describe the quality and quantity of a draft-free enlisted military force of the future, Hause and Fisher (1968), Cook and White (1970), Vitola and Valentine (1971), and Saber Volunteer (1971).

The main thrust of the work in this area has been to establish methods of differentiating between draft-motivated and self-motivated enlistees; further, to make comparisons of these enlistees on selected variables such as education, age, race, selection test performance, and Air Force Specialty.

In other areas of study, attempts have been made to estimate and predict the supply of the available manpower pool and the incentives, monetary and otherwise, necessary to procure the percent of that pool the Department of Defense will need to meet its assigned mission, Hubbel Report (1967), Altman (1969), Appelbaum and Blakelock (1969), and Cook (1970).

This study characterizes the 1971 enlistees by relating their education, race, age, and test performance to their perceived draft vulnerability. In addition, comparisons will be made between characteristics of the 1970 and 1971 accessions.

II. METHOD

Data were collected on 72,547 basic trainees who entered the Air Force during 1970 and 99,063 trainees who entered between 1 January and 31 December 1971. This population does not include prior service personnel or potential Officer Training School candidates (OTS "holds"). Data on the enlistees included day, month, and year of birth, years of formal education, race, Armed Forces Qualification Test (AFQT) score, and four Airman Qualifying Examination (AQE) aptitude indexes. Draft lottery number was determined from birthdate information. In addition, data pertaining to attitude toward military service were gathered on a subsample of the population who entered the service with no lottery number during the time period 1 January through 3 August 1971 (4 August 1971 was the day on which men received their numbers for the 1972 lottery).

The total population was divided into various subgroups for analysis. The subgroups based on age and draft vulnerability are presented in summary form in Table 1. A more detailed description of these subgroups for the 1971 accessions is given in subsequent paragraphs. For comparative analyses, 1970 subgroups are equivalent to the 1971 categories.

The age of draft vulnerability for the 1971 draft was confined to young men who were born in 1951 and had reached their 19th birthdate by 1 January 1971. In 1970, the ages of draft vulnerability were from 19 to 26 years of age. To clarify various age groups in this study and the year of draft vulnerability for the 1971 population, each age group was defined in accordance with their date of birth as follows: (*a*) enlistees born in 1952 who enlisted during the time period of January through 3 August 1971 were designated as draft non-eligibles, (*b*) enlistees born in 1953 who enlisted at any time during 1971 were considered draft non-eligibles, (*c*) enlistees born in 1952 who enlisted during the time period of 4 August through 31 December 1971 were designated 1972 draft eligibles, (*d*) enlistees born in 1951, who received draft lottery numbers in July of 1970, were called 1971 draft eligibles and, (*e*) enlistees born in 1944 through 1950, who received their draft lottery numbers in December of 1969, were designated 1970 draft eligibles.

The 1971 accessions were categorized into four groups based on draft vulnerability under the 1971 lottery system. Enlistees born in 1952 and 1953 were initially categorized as draft non-eligibles ($N = 53{,}738$). This group was further subdivided into enlistees born in 1952 who entered the service from 1 January through 3 August 1971 and enlistees born in 1953 who enlisted during the time period of 1 January through 31 December 1971

Table 1. **Summary of Age and Draft-Vulnerability Categories for 1970 and 1971 Accessions**

Vulnerability Status	Year of Draft Eligibility	Date of Birth	Description
		1970	
Draft Non-Eligible	None at entry	1951-1952	Entered without knowledge of lottery numbers
Draft Eligible	1971	1951	Entered with knowledge of 1971 lottery number
	1970	1944-1950	Entered with knowledge of 1970 lottery number
		1971	
Draft Non-Eligible	None at entry	1952-1953	Entered without knowledge of lottery numbers
Draft Eligible	1972	1952	Entered with knowledge of 1972 lottery number
	1971	1951	Entered with knowledge of 1971 lottery number
	1970	1944-1950	Entered with knowledge of 1970 lottery number

($N = 39,172$). All enlistees in these two groups entered the Air Force without having received a draft lottery number. In this study, when comparison of draft-vulnerability groups is made, these two groups comprised of 39,172 cases will be combined and designated as draft non-eligibles. The remaining 14,566 cases of the initial 53,738 case population of 1971 draft non-eligibles was comprised of men who were born in 1952, received their lottery numbers on 4 August 1971 and enlisted during the time period of 4 August through 31 December 1971. This second group was designated 1972 draft eligibles. Groups three and four, ($N = 45,325$) are comprised of 1970 and 1971 draft eligibles and were categorized according to perceived draft pressure, high, moderate and low, related to their draft lottery number. The high draft-pressure group included subjects whose lottery numbers were 1 through 122, the moderate draft pressure group included those whose numbers were 123 through 244, and the low pressure group included those whose numbers were 245 through 366.

For the 1971 draft non-eligible group, separate criteria of draft pressure were obtained. Lottery number was used for those airmen born in 1952 who received a lottery number on 4 August 1971 and enlisted during the time period 4 August through 31 December 1971. Survey data pertaining to attitude toward military service were used as an indication of draft pressure for the remaining draft non-eligible enlistees born in 1952 and 1953, who entered the service without draft lottery numbers during the period January through July 1971.

To obtain comparisons for the four vulnerability groups, distributions were computed to indicate percentages for four levels of education: 16 years or more schooling completed, 13 through 15 years, 12 years, and 11 years or less. The four groups were also distributed in terms of racial subgroup Negro and non-Negro. Relative performance on the AQE and AFQT was compared across lottery sequence groups further defined by race and age.

III. RESULTS AND DISCUSSION

Accessions by Draft-Vulnerability Category

The primary intention in this study was to compare groups of 1970 and 1971 accession subjects based on their draft vulnerability. The data of Table 2 show the percentage of enlistees by draft-vulnerability category and indicate that

the 1971 accessions were somewhat more self-motivated than were the 1970 accessions.

Table 2. **Distribution of 1970 and 1971 Accessions by Draft-Vulnerability Category**

Lottery Sequence	1970 N	1970 %	1971 N	1971 %
1-122	18,367	25	24,073	24
123-244	13,042	18	13,692	14
245-366	4,873	7	7,560	8
Draft Non-Eligible[a]	36,265	50	53,738	54
Total	72,547	100	99,063	100

[a]Non-eligibility for the 1970 and 1971 draft does not imply that enlistees in the draft non-eligible category perceived no draft pressure.

A more definitive vulnerability grouping by birthdate and racial subgroup for the 1971 accessions is presented in Table 3. These data support the hypothesis of draft-motivated enlistment across age, racial, and vulnerability groups. Proportionately, Negro enlistments were more self-motivated than were non-Negro enlistments.

Of the special note is the amount of draft motivation evidenced by the group born in 1952 (1972 draft eligibles) who enlisted on or after 4 August 1971. There is a greater percent of this age group in the draft-motivated group or high-pressure group than is true of any other age group. These data support the findings of Vitola and Alley (1972). In that study, an analysis of a subpopulation of 1970 draft non-eligibles, who received their lottery number on 1 July 1970 and enlisted from that date through 31 December 1970, showed that these enlistees perceived as

Table 3. **Distribution for Racial Subgroups and Total Sample by Age and Draft-Vulnerability Category for 1971 Air Force Enlistees**

Year of Draft Eligibility	Year of Birth	Lottery Group 1-122 N	Lottery Group 1-122 %	Lottery Group 123-244 N	Lottery Group 123-244 %	Lottery Group 245-366 N	Lottery Group 245-366 %	Draft Non-Eligible (No Lottery Number) N	Draft Non-Eligible (No Lottery Number) %	All Groups Combined N	All Groups Combined %
					Number and Percentage for Racial Subgroup						
					Negro						
None at entry	1952-1953	-	-	-	-	-	-	6,551	42	6,551	42
1972	1952	838	43	574	29	555	28	-	-	1,967	13
1971	1951	1,946	44	1,369	31	1,113	25	-	-	4,428	28
1970	1944-1950	1,155	43	856	31	722	26	-	-	2,733	17
Total	-	3,939	25	2,799	18	2,390	15	6,551	42	15,679[a]	100
					Non-Negro						
None at entry	1952-1953	-	-	-	-	-	-	32,621	39	32,621	39
1972	1952	7,490	60	2,814	22	2,295	18	-	-	12,599	15
1971	1951	12,614	56	6,565	29	3,427	15	-	-	22,606	27
1970	1944-1950	8,358	54	4,902	32	2,298	14	-	-	15,558	19
Total	-	28,462	34	14,281	17	8,020	10	32,621	39	83,384	100
					Total Sample						
None at entry	1952-1953	-	-	-	-	-	-	39,172	39	39,172	39
1972	1952	8,328	57	3,388	23	2,850	20	-	-	14,566	15
1971	1951	14,560	54	7,934	29	4,540	17	-	-	27,034	27
1970	1944-1950	9,513	52	5,758	31	3,020	17	-	-	18,291	19
Total	-	32,401	33	17,080	17	10,410	11	39,172	39	99,063	100

[a]Total Negro complement for 1971 accessions is 16 percent.

much draft pressure as did the 19 through 26-year-old 1970 draft eligibles.

The data of Table 4 represent a subsample of the 39,172 young men, born in 1952 and 1953, who entered the Air Force prior to receiving a draft-lottery number. An empirically derived estimate of volunteerism was determined by surveying a random sample of 1,932 subjects of the 39,172 population. Results indicate a minimum of 69 percent volunteerism among the draft non-eligibles who enlisted in 1971. Heretofore, the extent of volunteerism among draft non-eligibles, as defined in this study, has not been empirically derived.

Table 4. **Distribution of a Sample of 1971 Air Force Enlistees by Expressed Attitude Toward Enlistment in the Absence of the Draft**

Response Choice	Number	Percent
Definitely Yes	665	34.4
Probably Yes	669	34.6
No Idea	366	18.9
Probably No	157	8.1
Definitely No	75	4.0
Total	1,932	100.0

Selection Test Performance

The knowledge of the extent of volunteerism to be expected in a zero-draft environment is of major import. Possibly of greater import are the qualitative characteristics of those who would enlist in the absence of the draft. The data of Table 5 show the percentage of 1970 and 1971 accessions by AFQT mental ability category and by draft-vulnerability group. An analysis of the data results in an inability to render a clear-cut decision as to the quality of the 1970 accessions as compared to the quality of the 1971 accessions. For example, in 1971 Air Force enlisted a greater percentage of Category III and a smaller percentage of Category IV personnel than were enlisted in 1970. The 1971 percentage of Category I and II personnel was smaller than the percentage for these categories in 1970.

In order to present more meaningful analyses on the qualitative characteristics of the 1970 and 1971 accessions, average performance on the AFQT and AQE aptitude indexes was computed by draft-vulnerability category. The rationale for including AQE indexes in addition to AFQT scores was based on the fact that AQE is the measurement instrument by which Air Force selects, classifies, and sends its first term enlistees to technical schools. Data presented in Table 6 allow

Table 5. **Percentage Distributions of AFQT Mental Categories for 1970 and 1971 Enlistees by Draft-Vulnerability Category**

Mental Ability Category	AFQT Centile Range	Percentage of Lottery Group in AFQT Category				
		Lottery Group 1-122	Lottery Group 123-244	Lottery Group 245-366	Draft Non-Eligible	All Groups Combined
			1970			
		(N=18,367)	(N=13,042)	(N= 4,873)	(N=36,265)	(N=72,547)
I	93-100	11	10	8	4	7
II	65- 92	41	40	33	31	36
III	31- 64	34	34	36	44	39
IV	10- 30	14	16	23	21	18
			1971			
		(N=32,401)	(N=17,080)	(N=10,410)	(N=39,172)	(N=99,063)
I	93-100	8	7	5	3	5
II	65- 92	38	35	30	30	34
III	31- 64	42	43	47	50	46
IV	10- 30	12	15	18	17	15

Table 6. **Average AFQT Scores and AQE Aptitude Indexes for 1970 and 1971 Accessions by Draft-Vulnerability Category**

	Mean and SD on Selection Measure									
	Lottery Group 1-122		Lottery Group 123-244		Lottery Group 245-366		Draft Non-Eligible (No Lottery Number)		All Groups Combined	
Selection Measure	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD
				1970						
	(N=18,367)		(N=13,042)		(N= 4,873)		(N=36,265)		(N=72,547)	
AFQT Score	63.09	24.96	61.05	25.56	55.44	26.43	54.34	24.13	58.48	25.27
AQE Mechanical	65.11	21.01	64.00	21.33	59.45	22.17	57.20	20.33	61.44	21.21
AQE Administrative	66.09	22.19	64.64	22.82	59.75	23.26	55.92	20.99	61.60	22.32
AQE General	69.12	19.75	67.86	20.40	63.32	20.71	60.74	18.61	65.26	19.87
AQE Electronics	68.70	21.81	67.08	22.49	62.02	23.11	58.84	21.31	64.16	22.18
				1971						
	(N=32,401)		(N=17,080)		(N=10,410)		(N=39,172)		(N=99,063)	
AFQT Score	60.35	23.57	58.35	24.05	54.49	23.89	53.90	22.45	56.83	23.43
AQE Mechanical	61.80	21.22	59.69	21.50	55.99	21.44	54.38	20.38	58.28	21.16
AQE Administrative	61.95	22.17	59.99	22.43	55.88	22.24	54.39	21.02	57.98	22.03
AQE General	65.76	19.45	63.96	19.69	60.27	19.43	59.57	18.26	62.42	19.23
AQE Electronics	65.26	22.03	62.70	22.63	58.18	22.74	57.17	21.58	60.85	22.33

a definitive statement on the quality of the 1970 and 1971 accessions. In no instance, in any vulnerability group, or in all groups combined, did the 1971 accessions achieve average AFQT scores and AQE aptitude indexes equal to those achieved by the 1970 accessions.

To present additional comparative data related to the quality of the accession groups, cumulative distributions of aptitude indexes for the 1970 and 1971 enlistees by draft vulnerability were prepared. These data are presented in Table 7. Generally, the data indicate that the phenomenon which occurred in the data of Table 6 is occurring again. Only at the lowest aptitude index level did the 1971 accessions equal the representative proportion of the 1970 accessions.

Accessions by Education Level

In addition to AQE aptitude index level, amount of formal education completed at various levels is a valid indicator of the quality of first-term personnel. Distributions of educational levels for 1970 and 1971 Air Force enlistees by draft-vulnerability category are shown in Table 8. As a group, the 1971 accessions are less well-educated than are the 1970 accessions. Moreover, there has been a dramatic rise in the percent of high school dropouts in lottery group 245-366 and the draft non-eligible group of the 1971 accessions. It is assumed that the population of these two groups will be representative of the levels of education of young men who will enlist in a zero-draft force.

In 1970, the data of a study by Grunzke, Guinn, and Stauffer indicated that when compared to high school graduates, across all categories of the AFQT, high school non-graduates (*a*) did not complete basic military training as often, (*b*) required more disciplinary actions, (*c*) received more unsuitability discharges, (*d*) were eliminated from technical training more often, and (*e*) did not progress in skill level or attain grade E-3 or higher as often as did high school graduates.

If the hypothesis that the membership of lottery group 245-366 and the draft non-eligible group best represents the levels of education of the individuals who will enlist in the absence of the draft, is a tenable one, the Air Force must consider the necessity of spending more time and money to train, upgrade, and promote its first-term personnel.

Table 7. Cumulative Percentages of AQE Aptitude Indexes for 1970 and 1971 Enlistees by Draft-Vulnerability Category

AQE Aptitude Index	Percentage of Lottery Group in Score Range on AQE Aptitude Composites									
	Lottery Group 1-122		Lottery Group 123-244		Lottery Group 245-366		Draft Non-Eligible		All Groups Combined	
	70 (N=18,367)	71 (N=32,401)	70 (N=13,042)	71 (N=17,080)	70 (N=4,873)	71 (N=10,410)	70 (N=36,265)	71 (N=39,172)	70 (N=72,547)	71 (N=99,063)
Mechanical Composite										
80 & above	33	27	31	24	25	18	18	16	25	21
60 & above	66	57	61	53	52	46	48	45	55	51
40 & above	91	86	87	84	82	80	82	81	86	83
Administrative Composite										
80 & above	37	29	35	26	27	20	17	15	26	22
60 & above	67	59	64	56	54	48	49	46	57	52
40 & above	88	86	87	84	82	80	81	81	85	82
General Composite										
80 & above	41	33	39	30	30	22	22	20	30	26
60 & above	73	67	70	63	62	56	59	55	74	61
40 & above	93	92	91	91	88	88	90	90	90	91
Electronics Composite										
80 & above	44	38	41	34	33	26	25	23	33	30
60 & above	68	63	65	58	56	50	52	49	58	55
40 & above	90	88	88	85	83	81	84	82	86	84

Table 8. **Distribution of Educational Levels for 1970 and 1971 Air Force Enlistees by Draft-Vulnerability Category**

Years Schooling Completed	Number and Percentage for Educational Level									
	Lottery Group 1-122		Lottery Group 123-244		Lottery Group 245-366		Draft Non-Eligible (No Lottery Number)		All Groups Combined	
	N	%	N	%	N	%	N	%	N	%
1970										
16 or more	2,496	14	1,611	12	455	9	2	0	4,564	6
13-15	3,990	22	2,686	21	806	17	968	3	8,450	12
12	11,062	60	8,047	62	3,254	67	30,444	84	52,807	73
11 or less	819	4	698	5	358	7	4,851	13	6,726	9
Total	18,367	100	13,042	100	4,873	100	36,265	100	72,547	100
1971										
16 or more	2,155	7	984	6	210	2	2	0	3,351	3
13-15	4,871	15	2,515	15	1,040	10	551	1	8,977	9
12	22,027	68	11,524	67	7,531	72	29,291	75	70,373	71
11 or less	3,348	10	2,057	12	1,629	16	9,328	24	16,362	17
Total	32,401	100	17,080	100	10,410	100	39,172	100	99,063	100

IV. CONCLUSIONS

With reference to the two-year period under the draft lottery concept of selective service, the findings of this study lead to the following conclusions: (*a*) there has been a decrease in the percent of draft-motivated enlistments, (*b*) the demonstrated average aptitude levels of the 1971 accessions were lower than the demonstrated average aptitude levels of the 1970 accessions, (*c*) proportionately, there has been an appreciable drop in the overall level of education of Air Force accessions during the 1971 time period, and (*d*) the number of high school dropouts in the draft non-eligible and the low draft-pressure groups has increased 100 percent, from 5,209 in 1970 to 10,957 in 1971.

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13. ABSTRACT

On the basis of draft vulnerability, the 1970 and 1971 accessions were categorized into four groups defined in terms of age and draft pressure. These groups designated as high, moderate, low draft-pressure and draft non-eligible, were compared on various dimensions. Compared to the 1970 accessions, the 1971 accessions demonstrated less aptitude and were less well-educated. There was an appreciable rise in the number of accessions having 11 years or less of education; especially in the low draft-pressure and draft non-eligible groups. The data suggest that, under present incentive enlistment programs, zero-draft manpower resources at the higher aptitude levels may be more limited.

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14. KEY WORDS	LINK A		LINK B		LINK C	
	ROLE	WT	ROLE	WT	ROLE	WT
aptitude performance high-school dropouts Selective Service System draft-lottery draft-pressure zero-draft force draft non-eligible Armed Forces Qualification Test Airman Qualifying Examination						

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